

PROPOSED CHANGES TO THE PHILADELPHIA AREA

LOCAL CONSTITUTION

ARTICLE VII - General Officers Duties

Section 1. President – Currently States

It shall be the duty of the President to preside at all Executive Board, Special and General Membership Meetings. He /She Shall appoint all committees and delegates to Union assemblies not covered under Article V and be Chairman Ex-Officio of all Committees. He /She shall be Chairman of Delegates to all Conventions and Union assemblies. He /She shall be Chairman of the Grievance Committee. He /She shall countersign all checks, vouchers and orders made by the Local. He /She shall fill all vacancies occurring in the Union during his/her term of office, in conformity with Article XVII of the Local Constitution. He/ She shall be responsible for all work of the Union and all Officers of the Union shall work under his/her supervision. He/She shall be a full-time officer. He /She shall be paid for his/ her lost time plus \$10,500.00 per annum and all necessary official Union expenses.

Section 1. President - With Proposed Changes

It shall be the duty of the President to preside at all Executive Board, Special and General Membership Meetings. He /She Shall appoint all committees and delegates to Union assemblies not covered under Article V and be Chairman Ex-Officio of all Committees. He/She shall be Chairman of Delegates to all Conventions and Union assemblies. He/She shall be Chairman of the Grievance Committee. He/She shall countersign all checks, vouchers and orders made by the Local. He/She shall fill all vacancies occurring in the Union during his/her term of office, in conformity with Article XVII of the Local Constitution. He/ She shall be responsible for all work of the Union and all Officers of the Union shall work under his/her supervision. He/She shall be a full-time officer. **Provided He/She is not retired from the Postal Service He/She shall be paid for his/ her lost time plus \$10,500.00 per annum and all necessary official Union expenses. In the event that the elected President is retired or retires during His/Her term in office, He/She shall be paid a salary equal to PS Level 4, Step 0 for all hours worked up to 40 hours per week and all necessary Union expenses.**

Section 2. Vice President - Currently States

The Vice President shall work under the direction of the President. The Vice President shall perform the duties of the President in case of his/ her absence or inability to attend to the duties of his/her office. He/She shall be chairman of the Organization Committee and Safety and Health Committee under the direction of the President. He/She shall, under the direction of the President, coordinate this Local's Research and Education Programs. He/She shall direct the Craft Directors of this Local in regard to organizing. He/She shall coordinate the safety and health programs of the Craft Directors and represent the Local at the quarterly Labor Management Safety and Health Meetings. He/She shall be a representative of this Local at Labor Management Meetings and a member of the Local Negotiating Team. He/She shall work with the Director of Industrial Relations in the processing of grievances. He/She will, in the absence of the President, or Treasurer, countersign all checks drawn by this Local. He /She shall be

a part-time officer. He/She shall be paid for his/ her lost time, plus \$6,500.00 per annum and all necessary official Union expenses.

Section 1. Vice President - With Proposed Changes

The Vice President shall work under the direction of the President. The Vice President shall perform the duties of the President in case of his/ her absence or inability to attend to the duties of his/her office. He/She shall be chairman of the Organization Committee and Safety and Health Committee under the direction of the President. He/She shall, under the direction of the President, coordinate this Local's Research and Education Programs. He/She shall direct the Craft Directors of this Local in regard to organizing. He/She shall coordinate the safety and health programs of the Craft Directors and represent the Local at the quarterly Labor Management Safety and Health Meetings. He/She shall be a representative of this Local at Labor Management Meetings and a member of the Local Negotiating Team. He/She shall work with the Director of Industrial Relations in the processing of grievances. He/She will, in the absence of the President, or Treasurer, countersign all checks drawn by this Local. He/She shall be a part-time officer. He/She shall be paid for his/ her lost time, plus \$6,500.00 per annum and all necessary official Union expenses. Provided He/She is not retired from the Postal Service He/She shall be paid for his/ her lost time plus \$6,500.00 per annum and all necessary official Union expenses. In the event that the elected Vice President is retired or retires during His/Her term in office, He/She shall be paid a salary equal to PS Level 3, Step O for all hours worked up to 20 hours per week and all necessary Union expenses.

Section 4. Director of Industrial Relations - Currently States

The Director of Industrial Relations shall work under the direction of the President. It shall be the duty of the Director of Industrial Relations to coordinate the grievance activity of this Local. He/She shall be the Chairman of the Grievance Arbitration Committee. He/She shall assist and direct the Craft Directors in the processing of all grievances processed by this Local. It shall be his/her responsibility to keep an active log of all grievances processed by this Local. It shall be his/her duty to assign the officers involved to hearings, arbitration. And keep a correct account of their activities. He/She shall be a representative of this Local at Labor Management Meetings and a member the Local Negotiating Team. He/She shall be a fulltime officer. He/She shall be paid for his/ her lost time, plus \$6,500.00 per annum and all necessary official Union expenses.

Section 4. Director of Industrial Relations - With Proposed Changes

The Director of Industrial Relations shall work under the direction of the President. It shall be the duty of the Director of Industrial Relations to coordinate the grievance activity of this Local. He/She shall be the Chairman of the Grievance Arbitration Committee. He/She shall assist and direct the Craft Directors in the processing of all grievances processed by this Local. It shall be his/her responsibility to keep an active log of all grievances processed by this Local. It shall be his/her duty to assign the officers involved to hearings, arbitration. And keep a correct account of their activities. He/She shall be a representative of this Local at Labor Management Meetings and a member the Local Negotiating Team. He/She shall be a fulltime officer. Provided He/She is not retired from the Postal Service He/She shall be paid for his/ her lost time plus \$6,500.00 per annum and all necessary official Union expenses. In the event that the elected Director of Industrial Relations is retired or retires during His/Her term in office,

He/She shall be paid a salary equal to PS Level 3, Step 0 for all hours worked up to 40 hours per week and all necessary Union expenses.

Section 5. Treasurer – Currently States

The Treasurer shall work under the direction of the President. The Treasurer shall perform the duties of the Vice President in case of his/ her absence or inability to attend to the duties of his/ her office. The Treasurer shall receive and deposit all Monies of this Local and give receipt for the same to the President. He/She shall administer the Manual Dues Collection Program, maintaining a list of all official collectors. He/She shall maintain an up-to-date mailing list. He/ She shall keep a correct account between the Union and its members, notifying members when not in good standing. He/She shall maintain an up-to-date record of all Annual Leave used by the full-time officers and office staff. He/She shall compute payments due and verify refund of per capita from the National Office. His /Her records shall determine the member's good standing. He/She shall pay all bills sanctioned by the Local Union upon presentation of the voucher signed by the President. He/She shall prepare all vouchers authorizing, disbursement of monies from the Local Treasury for approval by the President. He/She shall keep a regular and systematic book of accounts and shall be ready to submit to an examination of same whenever desired by the Trustees. He/She shall submit the books of the organization to an attested public accountant, who has been approved by the Executive Board, at the close of each fiscal year and a report of the accounting shall be verified by the Trustees. A summarized financial statement will be published in the Local's newspaper the month following receipt of the certified public accountants report. He/She shall keep account of Social Security records of all officers. He/ She shall submit a quarterly list of manual dues members along with per capita to the National Office. He/She shall be responsible for filing all tax returns that are due and payable for this Local. He/ She shall, at the close of his/her term of office turn over to his/ her successor all monies, books, papers and documents belonging to the Local Union. He/She shall be a part-time officer. He/She shall be paid for his/her lost time, plus \$6,500 per annum and all necessary official Union expenses.

Section 5. Treasurer – With Proposed Changes

The Treasurer shall work under the direction of the President. The Treasurer shall perform the duties of the Vice President in case of his/ her absence or inability to attend to the duties of his/ her office. The Treasurer shall receive and deposit all Monies of this Local and give receipt for the same to the President. He /She shall administer the Manual Dues Collection Program, maintaining a list of all official collectors. He /She shall maintain an up-to-date mailing list. He/ She shall keep a correct account between the Union and its members, notifying members when not in good standing. He /She shall maintain an up-to-date record of all Annual Leave used by the full-time officers and office staff. He /She shall compute payments due and verify refund of per capita from the National Office. His /Her records shall determine the member's good standing. He /She shall pay all bills sanctioned by the Local Union upon presentation of the voucher signed by the President. He /She shall prepare all vouchers authorizing, disbursement of monies from the Local Treasury for approval by the President. He/She shall keep a regular and systematic book of accounts and shall be ready to submit to an examination of same whenever desired by the Trustees. He /She shall submit the books of the organization to an attested public accountant, who has been approved by the Executive Board, at the close of each fiscal year and a report of the accounting shall be verified by the Trustees. A summarized financial statement will be published in the Local's newspaper the month following receipt of the certified public accountants report. He /She shall keep

account of Social Security records of all officers. He/ She shall submit a quarterly list of manual dues members along with per capita to the National Office. He /She shall be responsible for filing all tax returns that are due and payable for this Local. He/ She shall, at the close of his/her term of office turn over to his/ her successor all monies, books, papers and documents belonging to the Local Union. He /She shall be a part-time officer. Provided He/She is not retired from the Postal Service He/She shall be paid for his/ her lost time plus \$6,500.00 per annum and all necessary official Union expenses. In the event that the elected Treasurer is retired or retires during His/Her term in office, He/She shall be paid a salary equal to PS Level 3, Step 0 for all hours worked up to 20 hours per week and all necessary Union expenses.

ARTICLE XV - Officers Benefits - Currently States

Section 1. The Local shall pay in full all retirement, Health Plan and insurance premiums for full-time officers.

Section 2. The Local shall be a part of the APWU Nationally Sponsored 401(k) Plan for Locals and State Organizations. All employees on the payroll of the Philadelphia PA Area Local will be eligible to participate, including full time Officers and Local Staff. New employees of the Philadelphia PA Area Local shall have a 90-day waiting period, and may start contributions effective the first full pay period after satisfying the waiting period. FERS employees that use Code 84 to work for the union that lose any part of their Thrift Savings Plan contribution can contribute their same employee contribution amount or percentage as when they work for the Postal Service and the Local will contribute the matching employer funds, up to a maximum of 4%. Employees may contribute the maximum percentage of their pay into the Plan that is allowable under current law. The Plan will be administered by the Philadelphia PA Area Local Treasurer.

Section 3. All full-time officers shall be granted twenty-six (26) days annual leave and sick leave as needed.

Section 4. No full-time officer will be permitted to carry more than fifty (55) days annual leave into the following calendar year. Any future contractual increases to leave carry over or leave reimbursement will be automatically included in this constitution.

Section 5. All full-time officers shall be paid weekly. All other officers shall be paid quarterly.

ARTICLE XV - Officers Benefits - With Proposed Changes

Section 1. The Local shall pay in full all retirement, Health Plan and insurance premiums for full-time officers. The non-retired full time officers will be responsible for the employee portion of their health care.

Section 2. To be deleted due to the National 401(k) plan is no longer available.

Section 3. All full-time officers shall be granted twenty-six (26) days annual leave and eighty (80) hours

sick leave per annum, **provided that they are not retired from the Postal Service.** Retired full time officers shall be granted ten (10) days of annual leave per annum and not eligible for sick leave.

Section 4. No full-time officer will be permitted to carry more than fifty (55) days annual leave into the following calendar year. Retired full-time officers shall not be permitted to carry over any leave balance into the following calendar year. Non-retired full time officers will not be permitted to carry over any sick leave into the following calendar year. Any future contractual increases to leave carry over or leave reimbursement will be automatically included in this constitution.

Section 5. (Will become section 4) All full-time officers and retired part-time officers shall be paid weekly. All other officers shall be paid quarterly.

New Section 5. Any changes in the salaries of officers full or part time, retired or still employed by the Postal Service, must be recommended by the Executive Board and ratified by a two-thirds(2/3) majority vote of those present at a General Membership meeting.